GUIDING THE WAY OF THE CCN TO SUPPORT SAILORS

This newsletter provides members of the Cultural Champion Network (CCN) with important and timely information, updates, and resources to carry out their roles in supporting Sailors to help the Navy drive towards a Culture of Excellence (COE). This edition primarily focuses on Substance Misuse. To subscribe, click [here](#). Interested in reading past issues of The CCN Navigator? Click [here](#) to download!

WE WANT TO HEAR FROM YOU!

Do you have an idea for The CCN Navigator? We want to hear from you. Email [culturalchampions@navy.mil](mailto:culturalchampions@navy.mil) with your feedback and suggestions for content.

PLANKS AND THE POST-PARTUM SAILOR

NAVY PHYSICAL READINESS PROGRAM

What Sailors should know about the new Physical Fitness Assessment (PFA) postpartum exemption policy which became effective July 1, 2021.

- Expanded the Physical Fitness Assessment (PFA) exemption period for post-partum Sailors to **12 months** (previously 9 months).
- Allows post-partum Sailors **more time** to fully recover before being required to meet fitness and body composition standards.
- At 6-9 months post-partum, medically cleared Sailors will participate in an **unofficial wellness PFA** to assess their physical readiness. This is to assist post-partum Sailors’ safe return to PFA standards and will not be recorded in their PFA record. It also provides an opportunity for commands to maintain the ability to direct Sailors to other resources (e.g. medical providers, dieticians, fitness professionals, etc.) for their health needs.
- Although most Sailors are cleared to exercise at their 6-week post-partum check-up, some may still have abdominal separation and pelvic floor problems. If so, these Sailors should not engage in traditional core exercises such as planks, crunches, or curl-ups **immediately**.
- All post-partum Sailors should consult with their medical provider and **slowly regain** their fitness level.
- A Navy Pregnancy and Post-partum Physical Training and Nutrition Guidebook is available on the [Physical Readiness Program website](#) and the Official Navy PFA app to outline physical training exercises for Sailors to safely return to standards.

Additionally, CY2021 PFA plank results will be analyzed to determine if any adjustments to the scoring tables are needed, including gender specific standards.
ON YOUR RADAR

NOVEMBER OBSERVANCES
The third Thursday of November marks the annual Great American Smokeout, an opportunity to start a journey towards being smoke-free. Learn more about the observance and tips for quitting from the American Cancer Society.

DIVERSITY, EQUITY & INCLUSION (DEI)
DEI webinars are monthly opportunities to explore various topics around inclusion and diversity. Interested in attending? Please reach out to ALTN_USN_INCLUSION_AND_DIVERSITY@navy.mil.

Upcoming webinars:

**November 30 (1200-1300 EST): Authentic Allyship**
The November webinar will focus on authentic allyship, teaching DEI practitioners the importance of authentic allyship and providing them with the tools necessary to act as authentic allies. Being an authentic ally is to form genuine relationships to advocate for fair treatment and increase feelings of inclusion and belonging for all. Our goal is to build more inclusive commands by supporting DEI practitioners in allyship awareness, knowledge, and practice.

PHYSICAL READINESS TEST (PRT) BAD DAY POLICY
As a reminder, COs are only authorized to grant a Sailor one retest of a complete PRT portion during the current Physical Fitness Assessment (PFA) cycle. A Body Composition Assessment Bad Day is not authorized. COs are encouraged to establish their Bad Day policy within the 10-week PFA notification period. If a Bad Day policy has not been established, Sailors must request the Bad Day retest in writing. Additional guidelines can be found in Guide 1 located [here](#).

PROMOTING EXCELLENCE IN PREVENTION AWARD
The Department of Defense Sexual Assault Prevention and Response Office (DoD SAPRO) Promoting Excellence in Prevention Award recognizes Service members and civilians who have advanced the effort to prevent sexual assault within the DoD. Submission packet information for the 2022 Excellence in Prevention Award will be available soon on [DoD SAPRO’s website](#). OPNAV N17 will review all Navy nominations for consideration by DoD SAPRO. Recipients will be recognized in April 2022 as part of Sexual Assault Awareness and Prevention Month.

NAVY DRUG AND ALCOHOL DETERRENCE WEBINARS
Navy Drug and Alcohol Deterrence will be hosting webinars discussing drug and alcohol data systems, testing, and prevention during the holiday season. Drug and alcohol program personnel are encouraged to attend the webinars, which will occur each Thursday throughout November and December. Each webinar will focus on a new topics and provide Navy urinalysis program updates as they become available. It will consist of a 30 - 45-minute presentation followed by a 30-minute Q&A session.

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<td>IFTDTL SAAR Process (Correcting Errors)</td>
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<td>11 NOV</td>
<td>VETERANS DAY HOLIDAY (NO WEBINAR)</td>
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<td>Alcohol Use and Consumption During the Holidays</td>
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<td>25 NOV</td>
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<td>Best Practices for Testing During the Holidays</td>
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<td>16 DEC</td>
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Visit Navy Drug Detection and Deterrence for the full [schedule](#) and information on how to join, or email MILL_NDSP@navy.mil.
**E-OSC Rollout Update**

**Expanded Operational Stress Control Team**

The Expanded Operational Stress Control Program continues to train Team Leaders and Assistant Team Leaders every week in preparation for Navy-wide implementation in January 2022. Over 1200 Team Leaders and Assistant Team Leaders have registered for the training. If you have not already, please identify an Officer or Enlisted person (E7 and above) to serve as your command Team Leader, and have them enroll as soon as possible at: [CAC / PKE Selection Page](#).

Once they are enrolled please communicate that the training is their place of duty for that day and they should not be simultaneously engaged in other tasks at the command. Further, spaces are becoming limited and we highly discourage signing up and no-showing the training.

**A Different Kind of Grief: How to Help Survivors of Suicide Loss**

**Suicide Prevention Office**

International Survivors of Suicide Loss Day is November 20, 2021. When someone loses a colleague, peer, or loved one to suicide, grief can be compounded by feelings of guilt, confusion, and even anger and embarrassment. How can you help? Use these tips to help someone who is dealing with the loss of a loved one by suicide:

**Don't be afraid to acknowledge the death.** Extend your condolences, express your feelings of sorrow. Talking about the loss lets the person know you’re a safe and understanding person in whom they can confide.

**If you know someone is grieving from a loss, ask if and how you can help.** Though they may not be ready to accept help, asking signifies that you are there—not avoiding or distancing during this tragic event. Be prepared to offer specific support, such as providing meals, offering childcare, or a coffee break.

**Encourage openness.** Do your best to be non-judgmental and be prepared for a wide variety of emotional responses. There is no one way to grieve. Be accepting of however survivors need to express their feelings. It may be with silence, sadness, or even anger.

**Be patient.** Don’t set a time limit for a survivor’s grief. Complicated grief can take years to process. Moreover, don’t limit a survivor’s need to share and repeat stories, conversations, or wishes. Repetition is a key factor in grief recovery.

**Be a compassionate listener.** This means resisting the urge to try to “fix” things. The greatest gift you can give someone you care about who has survived a suicide loss is your time, reassurance, and love. It’s perfectly okay to not know what to say or do. Simply being present is often the best support.

**Be There for Every Sailor, Every Day.** Losing someone to suicide can feel very isolating, not just for the immediate family, but for members of the entire community. Be physically and emotionally present for the grieving person. Strong relationships built on trust are key principles of resilience that can promote recovery after experiencing loss. Every member of the Navy community is responsible for contributing to a culture that supports psychological and physical health, encourages seeking help for challenges, and promotes a constructive dialogue about stress and suicide.
SPOTLIGHT: CDR JADA JOHNSON

CDR Johnson is the Navy Section Chief at the Office of Defense Cooperation, Turkey. When asked about what COE means to her, CDR Johnson said, “COE means being honest about the context in which we are cultivating this Culture of Excellence, particularly as it relates to institutional power and diversity and inclusion. That means situating discussions about racism within the history, power relations, and ongoing structural inequality in our country.” For her, it involves praxis and using daily opportunities to put our Navy beliefs into action. That may look like intervening when someone is being harassed or speaking up for someone with less power. CDR Johnson acknowledges that doing the right thing and speaking up for what is right are much easier said than done, and it often doesn’t feel good to hold others accountable. However, she’s found that courage is a muscle and the only way to grow it is to practice it in everyday life.

In conversations about COE and Signature Behaviors, CDR Johnson verbalized the need for Navy leaders to acknowledge power differentials and what happens when we run up against institutional power, either as represented by someone that outranks us or the culture of our workplaces. “We don’t talk about how to operationalize these behaviors in toxic work environments, when the very people who may be causing the issues wield enormous power over our futures. In the future, I’d like to see our Navy community expand on the concept of COE by modeling ways for intervention and empowering people to act in the face of institutional power,” said Johnson.

She says reading has expanded her thinking as a Navy leader and encourages all leaders to take advantage of the opportunity to expand their knowledge through reading. One resource she recommends is the DoD MWR Digital Library, which provides service members and their families with worldwide access to an extensive selection of e-books, audiobooks, movies, academic support, professional development, career transition and a vast array of learning resources at zero cost.

If you would like to connect with CDR Johnson, learn more about resources or to nominate a Sailor (active, reserve, or civilian) for the Navigator spotlight please email culturalchampions@navy.mil.

MYNAVY FAMILY SMARTPHONE APPLICATION
ONE-STOP SHOP RESOURCE FOR NAVY FAMILIES

The MyNavy Family application is the first mobile tool developed for Navy spouses and their families. Over 1,000 Navy Spouses participated in the design and testing. It combines authoritative information from a wide range of websites into a single, convenient application. The app is organized into fourteen milestone areas (New Spouse, Mentorship & Networking, Employment & Adult Education, Family Financial Planning, Parenthood, Special Needs Family Support, Moving & Relocation, Service Member Deployment, Emotional Support Services, Recreation, Lodging, Shopping & Travel, Family Emergencies, Transition & Retirement, Parents & Family Members of Sailors, & Survivor Resources.)

Learn more and download the MyNavy Family app at the Navy App Locker website. It can also be downloaded on Apple App Store or Google Play Store.